

## How to Support Caregivers



Assisting with the care of another person can make it difficult to recognize and pay attention to one's own needs. To support caregivers: 1. Listen without judging; 2. Don't assume the caregiver feels unfulfilled being in the caregiver role; 3. Pay attention

to the caregiver so you can identify distress and the need for support. It may not be easy for the caregivers to ask for help, so repeatedly reassure them that their need for support will not be resented or rejected; 4. Ensure that those in caregiver roles receive written information and awareness—especially from the Internet—about the need for balance, to avoid isolation, and to manage stress. Be proactive and include, invite, and encourage them to participate in social events and recreational opportunities; 5. Lend a hand with research. The caregiver may be an expert on community resources, but finding time to search is often the key roadblock. Offer to research services and resources to lift this burden; and 6. Offer your assistance with telephone check-ins (prescheduled calls to the homebound friend or loved one) to reduce isolation and to check in. This may translate into a welcomed break.

## Constructive Criticism: Feel the Gain

Accepting constructive criticism from others is a learned skill requiring a healthy perspective to avoid perceiving well-meant feedback as an insult or assault. To accept feedback in stride and to feel the gain rather than the pain, view feedback as less of a challenge for



you than for the person offering it. Choosing this perspective (switching the filter) allows you to welcome feedback and delivers a powerful demonstration of your maturity. Those giving constructive criticism are usually with you out on the limb. They aren't trying to saw the tree down. They risk your rejection and adverse response. Keeping this in mind can make you receptive to constructive criticism and demonstrate professionalism that others will see.

## Well Being

### National Physical Fitness Month

May is National Physical Fitness Month. Hopefully, you're always celebrating it. If you're searching for an exercise outlet, talk to your doctor for recommendations. Try walking 150 minutes a week (recommended by the Centers for Disease Control). New research shows that walking is just as effective as running. Researchers studied 33,060 participants in the National Runners' Health Study II and 15,945 walkers in the [National Walkers' Health Study](#), assessing energy output by distance, not time. In both cases, the participants burned the same number of calories! Get your family involved. Create enticing rewards for total minutes achieved weekly or monthly.

### You and Your Great Ideas

You may think that only other people have great ideas, but chances are you've had a few yourself. You simply didn't act on them at the time. Great ideas are inspired by passion about an issue or problem. And acting on ideas begets more of them. Alexander Graham Bell was a genius and produced serial inventions, but inspiration and passion played a decisive role in many of them. Where did inspiration and passion for creating his practical telephone come from? His mother and wife—both were deaf. Are you passionate about something you're doing? Your great ideas lie there.

# Frontline Employee

## Time for a Monday Makeover

Mondays are notorious for being disliked, but you can make them more tolerable or even favored as your most thrilling day. Spark this excitement by making Monday more fun. For example, consider accomplishing a new goal in five days, and then reward yourself for the effort at week's end. This simple challenge can rally your motivation to complete a task or chore, start or finish a project, or enhance your life. Take a new side trip on the way home from work, visit friends to extend your weekend, get a haircut or manicure, or shop for something fun. The leverage lies in "enthusiastic anticipation." This makeover technique for better Mondays can have you arriving at work in a more positive mood, give you a more optimistic glow, improve productivity, and, best of all, avoid the dread of getting out of bed.



## More About...Getting Along with Difficult People



Behind low pay and unreasonable workloads, coping with a difficult coworker is the most commonly cited complaint of employees. Thousands of books attest to the problem, and nearly all touch on one theme—put the focus on changes you can make, not on the other person. Key strategies include staying

focused on what's positive and valued about your coworker and expecting positive interactions as you would with any other coworker. Be proactive in making those exchanges happen so you don't become isolated or withdrawn or start living your life "on the defensive." Learn the art of detachment. This helps you avoid or minimize emotional reactions to what a coworker says or does. These strategies can help you remain productive even when some personalities at work aren't ideally suited to yours.

## Teenagers' Jobs for the Summer

If you're a teenager, know this: a positive attitude is the number one characteristic that employers desire in a job candidate. Skill can be taught, but no one can give you a positive attitude. Simple things like showing up early for work, going the extra mile, never complaining or criticizing, and being willing to do whatever it takes are always in demand as the most valued job skills. If you're looking for a summer job, get going, take action, search, ask, and explore. Don't wait for the job to come to you. In the pursuit of things you want in life, remember this key rule: "Movement beats meditation."



## Care and Feeding of the Multigenerational Family

A multigenerational home includes children, parents, and grandparents under one roof. The phenomenon is gaining attention as people make choices to accommodate lessened retirement security, tighter budgets, fewer employer benefits, higher medical costs, and fewer employment opportunities. If you're planning a multigenerational living arrangement, learn about the potential conflicts, communication issues, and relationship stressors you may naturally face. You'll be able to troubleshoot and resolve them faster and be more likely to stay focused on the benefits of your living arrangement. Have an initial meeting to discuss why "we are creating this arrangement," discuss roles and responsibilities of all family members, discuss boundaries between relationships (e.g., noninterference by grandparents in child discipline decisions by parents, bathroom rules, privacy matters, respect for personal space, handling bills, and financial responsibilities.) Consider family meetings to reduce conflict, increase cohesiveness, and prevent small issues from becoming larger problems. A multigenerational home can be a positive one with planning, proper care, and attention. There are online resources and books to use for guidance.

